

**Board Policy GBC: Professional Personnel Recruitment**

**Status:** DRAFT

**Original Adopted Date:** 07/11/2002 | **Last Revised Date:** 03/21/2019

The goal of the Board of Education is to secure professionally qualified employees needed to operate an effective and efficient school system. Because the Board seeks to employ or appoint the best persons available, the Board intends for the school system to implement effective recruitment and selection procedures that will best serve the mission of the school system.

The recruitment and selection of personnel shall be conducted in such a manner as to assure nondiscrimination on the basis of sex, race, religion, national origin, age, or disability.

Available certificated positions shall be announced in writing within the school system and submitted to a state-wide online job data base maintained by the state.

In operating the most effective and efficient school system possible, the Superintendent may recommend to the Board the transfer or reassignment of personnel into positions that best meet the needs of the school system. Positions that are filled through transfers or lateral reassignments shall not be considered vacant within the meaning of this policy and shall not be subject to the announcement, advertisement or any other provision of this policy.

The Board authorizes the Superintendent to fill a vacancy between board meetings in order to meet the needs of the school system. The employee shall be presented to the Board at the next regularly scheduled meeting to ratify the employment. Should the Board reject the employee, payment for the time worked shall be made, and the employment will cease. The employee will be treated as a substitute with no due process rights accrued.

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